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Planning and Review Process Begins, To Chart Future Course for the Library

James H. Billington discusses the planning and review process with Library managers. Beside him are Ellen Hahn and Winston Tabb.

Librarian of Congress James H. Billington has announced a comprehensive review and planning process to chart the future course for the Library, that will include staff members, Library constituents, and a professional management consulting firm. "Our purpose will be to consider how we should begin shaping the Library of Congress

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now, to the job it should be doing for the 21st century," Dr. Billington said. The process, "will seek more effective ways to affirm and strengthen our mission as a dynamic national library and a vital center of ideas and scholarship."

Basic to the planning and review process will be a Librarian's Management and Planning Committee, consisting of 27 mid-level Library managers and other staff selected from throughout the Library, without formal representation of any given unit or constituency. He named Ellen Hahn, chief of the General Reading Rooms Division of the Research Services Department, as chair of the committee, and Winston Tabb, chief of the Information and Reference Division of the Copyright Office, as vice chair.

Dr. Billington said that the success of the committee will be judged by its members' ability to work together to address the broadest and highest interests of the Library as a whole. The committee is being asked (1) to find ways to increase the Library's effectiveness in serving the Congress, the Federal Government, the nation's libraries, scholars, the entire creative community, and all citizens; (2) to review the Library's legislative, national, and international roles and responsibilities; and (3) to recommend broad goals the Library should strive to achieve by the year 2000, and practical steps to implement them.

Dr. Billington has also challenged the committee, and the Library's entire staff, to seek realistic ways to sustain and extend the Library's collections, to improve management for enhancing the Library's responsiveness to its constituencies, and to reach "inward more deeply" by assisting users to fully exploit collections and by attracting more researchers. He also has charged the committee to examine ways in which the Library can "reach out more broadly" by sharing its resources and disseminating its wisdom more widely and effectively in ways that raise educational levels. He also expects the committee to recommend priorities for the allocation of the Library's resources in light of present and foreseeable budget stringencies.

Two other advisory groups will also be named. One will consist of persons representing the Library's broader national and international constituencies, and one will be an outside consulting firm asked to make recommendations on administration and management. Members of all the advisory groups will be named soon.

Dr. Billington, who discussed the planning and review process with Members of Congress and notified Library managers and staff of the plan during the final weeks of December, also called on staff members for suggestions they may wish to make at any time regarding any aspect of the process. In his desire to keep the process an open, dynamic one and keep staff involved, he has stressed the importance of communication. He announced that he would meet with staff informally at a series of coffees and other meetings early in 1988, as well as continue his series of visits throughout the Library. Staff members will be kept informed of planning and review activities through reports in the LC *Information Bulletin* and various other means.

Visits to libraries and other institutions during 1988 will be part of the Library's review, Dr. Billington said, adding that during these visits and through other special forums, he looks forward to discussing the Library and its national role with librarians, scholars, and citizens in various parts of the country.

Special advisors to the planning and review process are John Y. Cole, director of the Center for the Book, and Declan Murphy, special projects officer, Office of The Librarian. Staff support is being provided by the Office of Planning and Development under Robert Zich, its director.

The *Library of Congress Information Bulletin* is issued weekly by the Information Office of the Library of Congress and distributed free of charge to publicly supported libraries and research institutions, academic libraries, learned societies, and allied organizations in the United States.

Comparable institutions and organizations in other countries may arrange to receive the *Bulletin* on an exchange basis by applying in writing to the Library's Exchange and Gift Division. All other correspondence should be addressed to the LC *Information Bulletin*, Information Office, Library of Congress, Washington, DC 20540.

Bruce Tapper, Editor

Staff Ideas Are Sought through Informal Meetings with The Librarian of Congress

A series of informal coffee hours, designed to encourage direct communication between staff members and The Librarian of Congress during the yearlong review and planning process, was launched on January 6 in the East Dining Room of the Madison Building.

Subsequent meetings will be held on a series of Wednesdays, on the following dates in the same location unless otherwise indicated: February 10 (8 a.m.); February 17 (7:30 a.m., Whittall Pavilion); February 24 (10 a.m.); March 2 (8 a.m.); and March 9 (4:30 p.m.). Additional occasions will be arranged if demand warrants it.

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Planning and Review Process Is Launched

The planning and review process at the Library of Congress began on January 6 with three events. Dr. Billington met with staff members at an informal coffee hour, with members of The Librarian's Management and Planning Committee, and with division chiefs and assistant chiefs. In addition he also met with staff members planning to attend the midwinter conference of the American Library Association.

Dr. Billington answers a question from a staff member during the first of a series of coffee hours. The 7:30 a.m. event attracted a capacity audience.

Dr. Billington delivers his charge to The Librarian's Management and Planning Committee, for its work in the months ahead.

The Librarian engages in conversation with Martha Williams, Equal Employment Opportunity Complaints Office, about the work of the committee, following the staff coffee hour.

Coffees *(Continued from p. 10)*

Staff members—up to 60 can be accommodated on a first-call, first-served basis—have been requested to share their thoughts, worries, solutions, hopes, and imaginations for an exchange on the Library of Congress and its future.

The first session, on January 6, was sponsored jointly by the Daniel A. P. Murray Afro-American Culture Association, the Library of Congress Federal Credit Union, the Library of Congress Professional Association, and the Library of Congress Welfare and Recreation Association.

Fyodor Burlatsky Visits The Library of Congress

Staff members of the Congressional Research Service, other branches of the Library of Congress, and offices of Members of Congress met on October 19 with Fyodor Burlatsky, a Soviet writer and political observer for *Literaturnaya Gazeta,* and known as a close advisor to General Secretary Mikhail Gorbachev.

Mr. Burlatsky discussed with great candor and color the changes taking place in the Soviet Union in various spheres of policy, touching on economic, political, and foreign relations problems.

Attending the meeting in the office of Librarian of Congress James H. Billington were Robert Huber and James Lucien of the House Foreign Affairs and Senate Foreign Relations Committees, respectively; David Kraus and Harold Leich of the European Division; Joseph Whelan, Stanley Heginbotham, Francis Miko and Jean Boone of the Congressional Research Service; and William Garner of the Atlantic Institute. John Hardt of the Congressional Research Service chaired the discussion for Dr. Billington in his absence.

FLICC Plans Executive Workshop in Library Management, Services

How does one manage in a time of fiscal constraints? How does a library or information center manager match programs to user needs? Is it possible to influence an agency's level of support for library and information programs? Can a manager build commitment among staff members through effective leadership and supervision?

These and other managerial questions, focusing on the provision of information services, will be explored in a two-day regional Executive Workshop in Library Management and Information Services to be held at the Clarion Hotel in New Orleans, La., February 18–19. The coursework, which is experiential, with case studies and simulations, has been developed especially for the Federal Library and Information Center Committee (FLICC) by Jeffrey Gardner, associate, Office of Management Studies, Association of Research Libraries (ARL). While geared to the special circumstances of managers in the Federal library and information sector, the course has a wider applicability, as well, to the information community at large.

For those who do not have time to learn through trial and error in today's fast-paced information world, the New Orleans Executive Management Workshop offers an attractive alternative where a manager can sharpen operational skills while interacting and training with information managers from across the nation.

The workshop, patterned after previous successful regional workshops offered by FLICC, is limited to the first 50 registrants. The fee is $125. To register, send name, organization, address (city, state, and zip code), and telephone number, together with payment to: Jeffrey J. Gardner, Office of Management Studies, Association of Research Libraries, 1527 New Hampshire Ave., N.W., Washington, DC 20036. Payment may be by check, or by Optional Form 37, DD1556, or equivalent Government training form. Training

forms should name Jeffrey Gardner as the training vendor, and checks should be made out to his name.

A block of rooms has been reserved from February 17 through 19 at the Clarion Hotel, 1500 Canal St., New Orleans, LA 70112. Out-of-town managers planning on attending the workshop should make their own room arrangements before January 17, if possible, since the hotel will not guarantee space after that date for attendees of the FLICC workshop.

The hotel is minutes from the French Quarter, with shuttle service provided. Participants should mention the FLICC Executive Management Workshop to benefit from the government rate for the rooms, which is $47 for a single and $57 for a double. An 11 percent room tax is applicable. Philip J. D'Amico, senior sales manager, is the contact person at the Clarion Hotel. The hotel's telephone number is (504) 522-4500.

Mardi Gras is February 16, so managers attending the workshop should act promptly to ensure accommodations. New Orleans hotels are crowded at this time.

Mr. Gardner has served as a trainer and consultant for a variety of libraries over the past 15 years, including the library at the Massachusetts Institute of Technology for seven years.

The Federal Library and Information Center Committee, administratively a part of the Library of Congress, fosters relevant educational opportunities for the personnel of the 2,500 Federal libraries and information centers in the United States and abroad, as well as promoting more effective information services to the nation at large.

AMERICAN TREASURY

PRODUCED BY ©CBS NEWS IN ASSOCIATION WITH THE LIBRARY OF CONGRESS

This week's question, drawn from the CBS News "American Treasury" series, broadcast each weekday at 3:57 p.m. (EST) on the CBS Television Network is:

What university invented the football "huddle" to plan plays, and why?

The answer to last week's question is: The first black man to vote under the 15th amendment to the U.S. Constitution was Thomas Peterson of Perth Amboy, N.J., just one day after the amendment was ratified.

Renovation Update

The **Main Reading Room** closed last month. Other changes have also been taking place and are planned in the near future as part of the renovation program.

The **Telephone Reference** operation of the Telephone Reference, Correspondence and Bibliography Section has been relocated from Alcove 7 to the Main Reading Room to Room LJ 132 in the Jefferson Building. The **Jefferson Congressional Reading Room** has moved from Alcove 8 of the Main Reading Room to Room LJ 122E in the Jefferson Building.

The **Center Room** of the fifth floor of the Adams Building opened to the public last month. It includes a computer catalog center, a copy center, and book service.

The **Main Card Catalog** has been relocated to the Adams Building, Deck 7 South. **City telephone directories** have also been relocated to Adams Deck 7 South.

Additional changes have been the openings of **Research Guidance Office stations** at the entrance to the Local History and Genealogy Reading Room and the Social Science Reading Room and the **Catalog Management Filing Section's** move from Room 140F in the Jefferson Building to Deck 8 in the Adams Building.

STAFF NEWS

Library Officials Thank Staff For Exceeding CFC Goal for 1988

James H. Billington and Ruth Ann Stewart

Library of Congress contributions to the 1988 Combined Federal Campaign totaled $195,894 in a final count that surpassed a goal of $190,000. In exceeding its goal by three percent, the Library was one of 77 Federal agencies that met or surpassed their CFC goals; 146 agencies participated in the campaign. Agencies had garnered 97.6 per cent of their $23 million goal as of December 30, when contributions totaled $22.45 million. A final accounting for the entire campaign will be made the end of January after donations from Federal employees on foreign assignments have been received.

After the Library's final figures were tallied shortly before Christmas, Librarian of Congress James H. Billington, chair of the campaign, and Ruth Ann Stewart, assistant librarian for national programs and vice chair of the campaign, signed a large holiday greeting card, thanking employees for their generosity. The card was displayed at Library entrances throughout the holidays.

"I am touched by the generosity of all in the Library of Congress who have remembered those in our community who need our help," Dr. Billington said. "I am proud of the effort you have all made to ensure the Library success in the Combined Federal Campaign. Because you have been willing to give more than was asked or expected, we not only have met our 1988 goal of $190,000 but have exceeded it. We can be proud that the Library of Congress ranks with those Federal agencies that have given 100 percent to the campaign; responsible service to the nation must extend beyond institutions to individuals, who in our free society are so highly valued."

A Capitol Hill publication, *Roll Call,* in an editorial published December 20 about the campaign, noted that the key to a successful campaign is "commitment at the top." Behind the Library's success, the editorial writer said, was "the active participation of the new Librarian of Congress, James Billington, who gave a rousing speech to kick off the drive."

A final report of the campaign effort at the Library shows contributions by department: Office of the Librarian, $6,209 (103 percent); Management Services, $16,499 (110 percent); National Programs, $7,854 (98 percent); Law Library, $4,483 (112 percent); Processing Services, $64,902 (105 percent); Research Services, $43,161 (103 percent); Copyright Office, $17,101 (90 percent); and Congressional Research Service, $35,685 (99 percent).

Special Interest Groups in January

The Library of Congress Professional Association (LCPA) invites all Library of Congress employees and LCPA members to attend the following Special Interest Groups (SIGs) in January.

These informal lunchtime meetings are conducted for 30 minutes, beginning at 12:10 p.m., on Tuesdays and Thursdays throughout the month. (Note: Foreign Area Studies SIGs meet at 11:30 a.m.) Brown bag lunches are welcome.

January 12—SIG on Latin American Area Studies: Dr. Marisabel Bras, research analyst, Federal Research Division, speaks on "Contemporary Venezuelan Foreign Policy." Room LM 403, 11:30 a.m.

January 14—SIG on American Studies/Special Collections: Ford Peatross, curator of the Architecture Design and Engineering Collections, Prints and Photographs Division, discusses "Overview of the Architecture Collections." Slides will be shown. Room LM 642.

January 26—SIG on Library Science: Ardie Myers, Afro-American specialist, Main Reading Room, speaks about "The Right to Read: An Aspect of the Civil Rights Movement in the South." Room LM 642.

The SIGs on Performing Arts, Ethnic Resources, and Poetry will not meet in January.

STAFF NEWS

Women's Program Resource Center Opens in the Madison Building

Librarian and Marjorie Billington chat with Rhoda Kluge, center.

Women are advancing in the Library of Congress as well as in the corporate and academic worlds, said Ruth Ann Stewart, assistant librarian for national programs, at the official opening of the Women's Program Resource Center of the Library on December 7 in the Mumford Room. "We're here, we're staying, we're rising, and we *shall* overcome," she declared, summarizing her view of the status of women at the Library.

Noting that there were a large number of men in the audience, Ms. Stewart said she believes there is a firm commitment by the present administration to the advancement of women at the Library of Congress. Discussing the increased resources available to women and advancement made in the corporate and academic worlds, Ms. Stewart urged the audience to oppose forthrightly those negative or countervailing forces that still continue in some areas.

Glen A. Zimmerman, Associate Librarian for Management, opened the brief program. He expressed his satisfaction in seeing the Women's Program Resource Center finally become a reality; the Women's Program Advisory Committee began planning the project in 1982. Rhoda K. Kluge, Women's Program manager, introduced Ms. Stewart and Marjorie Billington, who were warmly welcomed by the audience of Library administrators, supervisors, and current and former members of the Women's Program Advisory Committee. Librarian of Congress James H. Billington also spoke and toured the resource center.

Located in Room LM 611 of the Madison Building, the Women's Program Resource Center contains several shelves of reference books, directories, bibliographies, nonfiction monographs, and periodicals that include a wide range of subjects relating to issues of interest and concern to women. Included are: *Directory of Financial Aids for Women; How Successful Women Manage; Women, Divorce, and Money; Working Woman; Ebony; Washington Woman; Changing Woman;* and *Self.*

Although these materials are not available for loan, the resource center is open to everyone for browsing and reading from 8 a.m. to 4:30 p.m. Monday through Friday.

Women's Program Resource Center opens.

Staff Carpool Locator

Established carpool seeks rider/driver along Arlington Boulevard from Manchester Street and Carlin Spring Road. Call Nancy Hall, ext. 75315.

Established carpool seeks additional rider from the Old Town Alexandria area. Parking at James Madison Memorial Building. Flexible schedule. Call Alice Maroni, ext. 77607.

Established carpool seeks additional driver from Annandale, Va., area. Parking at Adams Building. Compflex schedule, arriving at the Library at approximately 7 a.m. Call Marian Mayo, ext. 77711, or Esther Cashion, ext. 78232.

Meetings and Events Around the Library

Sunday, January 17
☐ U.S. Marine Band concert. Coolidge Auditorium, 3 p.m. Free; no tickets required.

Sunday, January 24
☐ U.S. Marine Band concert. Coolidge Auditorium, 3 p.m. Free; no tickets required.

Tuesday, January 26
☐ "The Right to Read: An Aspect of the Civil Rights Movement in the South," Ardie Myers, Afro-American specialist, Main Reading Room. Special Interest Group on Library Science. LCPA. Room LM 642, 12:10 p.m. **For members and staff.**

Friday, January 29
☐ Concert by the Theater Chamber Players of Kennedy Center, directed by Leon Fleisher and Dina Koston. Free; no tickets required.

Sunday, January 31
☐ U.S. Marine Band concert. Coolidge Auditorium, 3 p.m. Free; no tickets required.

Events are open to the public unless otherwise noted.

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